

CORRECTIONAL CAPTAIN
JOB ANALYSIS
BACKGROUND INFORMATION

Date of Study: November 29 – December 3, 2004

Collective Bargaining Identification: M06

Job Analysis Conducted By: Lisa D. John, Personnel Examining Analyst
Personnel Examining Section

Number of Incumbents: There are 54 incumbents in this classification
per Department of Corrections Filled/Vacant
Position Report dated October 6, 2004.

Names of the Subject Matter Expert(s) and their background:

Patrick Callahan, Correctional Captain, Valley State Prison for Women (VSPW)

Captain Callahan currently works as a Correctional Captain for the Department of Corrections (CDC) at Valley State Prison for Women and has been there for 2 years. Previously he has worked for the Department for over 17.5 years.

Elias A. Contreras, Correctional Administrator, Department of Corrections (DOC), Richard J. Donovan Correctional Facility (RJD)

Mr. Contreras currently works as a Correctional Administrator, DOC for the Department of Corrections (CDC) at Richard J. Donovan Correctional Facility and has been there for over 6 years. Previously he has worked for the Department for over 24 years.

Paul Dillard, Correctional Administrator, Department of Corrections (DOC), Pelican Bay State Prison (PBSP)

Mr. Dillard currently works as a Correctional Administrator, DOC for the Department of Corrections (CDC) at Pelican Bay State Prison and has been there for over 9 years. Previously he has worked for the Department for over 33 years.

Darrell Downs, Facility Captain, Correctional Institution (CI), California State Prison, Los Angeles County (LAC)

Captain Downs currently works as a Facility Captain, CI for the Department of Corrections (CDC) at CSP, Los Angeles County and has been there for over 3 years. Previously he has worked for the Department for over 26 years.

Rick Hill, Correctional Captain, California State Prison, Sacramento (SAC)

Captain Hill currently works as a Correctional Captain for the Department of Corrections (CDC) at CSP, Sacramento and has been there for over 2.5 years. Previously he has worked for the Department for over 20 years.

CORRECTIONAL CAPTAIN INFORMATION GATHERING

The initial list of tasks and knowledge, skills & abilities statements were identified after conducting a literature review which consisted of:

- State of California class specification
- Department of Correction's Correctional Captain job analysis (short version) dated October 16th – 19th, 2000
- Department of Correction's Facility Captain job analysis (long version) dated August 6th – 10th, 2001